

# First Grade Growth Plan

*Aberdeen Elementary*

## **Reading and Language Arts**

First grade students will show growth in reading and language arts by taking the first grade Imagine It! Benchmark 3.

This test assesses comprehension, vocabulary, grammar, usage, and mechanics, letter recognition, phonemic awareness, phonics, and word identification fluency.

Students will take benchmark 3 at the beginning and end of the first grade school year. All students will show progress.

## **Math**

First grade students will show growth in math by taking the Aimsweb mathematics computation benchmark grade 1, probe 3.

This test assesses single digit and double digit addition and single digit and double digit subtraction.

Students will take probe 3 at the beginning and end of the first grade school year. All students will show progress.

## **Pay for Performance Plan**

Aberdeen High School students will show growth based on pre and post course assessments. The assessments will be administered at the beginning and end of each course.

- Year long courses will be administered in August and May.
- Semester courses will be administered in August and January/January and May.

Percentage of share will be based on percent of classes where the teacher shows growth.

### **This plan applies to the following teachers:**

Curtis Brown: English 11, English 9, and World History

Janet Christensen: Honors English 12, English 12, ISAT Prep, and Speech

Erika Ingersoll: Health

Joe Ingersoll: AP US History, US History, Honors Government, US Government

Jennifer Krehbiel: Design/Model, Basic Design, Painting, Drawing, and English 10

Keith Luke: Publishing I and II, Computer Applications, Business Essentials, Business Law/Ethics, and Careers

Daryl McCombs: Fit for Life, Chemistry, Physical Science, and Anatomical Functions

Wayne Millett: Guitar/Musical, Choir, Stage Crafts, and Band

Ron Mower: Spanish I,II, and III, Economics

Cody Park: Advanced Welding, Introduction to Agriculture, Zoology/Animal Science, Small Engines, Ag. Welding, Fabrications, Personal Leadership, and Introduction to Mechanics

Jared Reed: World History and Athletic Conditioning

Brock Rose: Biology, Anatomy/Physiology, Zoology

Diana Sargent: Algebra 1, Advanced Math A/B, Advanced Math C/Calculus A, Algebra 1B

Tim Satterfield: Business Math, Algebra II, Physics, and Calculus B/C

Scott Stranski: Geometry

Elaine Ledford, Debbie Ellis, and Joleen Waltman's share will be determined by growth in the High School.

## Aberdeen Elementary School

### 5<sup>th</sup> grade plan for differentiated pay

The fifth grade is using a pretest and posttest at the beginning of the year and end of the year to show student progress and growth for the year. The test used within reading is benchmark 5 from the curriculum the comprehension and vocabulary portions of the test. The final exam in math is now given as a pretest and then the final at the end of the year to show the growth and progress that the students have gained throughout the year. In language arts a modified final exam will be used to show this growth. It is the final exam from the curriculum that has been shortened. It still tests everything students need to learn throughout the year, with a few less questions in each section, because of time constraints. These test will be given the first week of school to pretest the students and then at the second to last week of school to see the growth of learning for each student. All students will show growth.

Nancy Adkins / Annette Campau

Aberdeen Elementary Kindergarten will show growth using the assessments and benchmarks listed below. These assessments are designed to show student progress. All students will show growth

Math Assessments: 1, 2, 40, 120

Reading / Language Arts Benchmark 4.

3<sup>rd</sup> Grade Differentiated Plan 2013-2014

Math: Benchmark 2 Students show improvement from fall to Spring	Fall	Spring
Spelling: Morris/McCall Assessment 1. Same test given in fall and spring. Students will show improvement		
Reading: Benchmark Assessment 1. Same test given in fall and again in spring. Students will show improvement from fall to spring.		
Writing: Benchmark Assessment 1. Same test given in fall and spring. Students will show improvement from fall to spring.		

**Aberdeen School District Differentiated Pay Plan**

Buildings have decided on the testing to use to identify student growth. Certificated staff will be paid equally if they meet the goals set in the fall.

C. Jane Ward

Aberdeen School District #58

## **PAY FOR PERFORMANCE PLAN**

### **JANET HUBBS**

Students within the Elementary, Middle, and High School Self-Contained classrooms will show growth in the areas of reading, math, and spelling through pre and post testing at the beginning and end of the school year using the AIMESweb, monitoring by 9 week periods due to the memory abilities of the self-contained student. Those students who are

18 years of age and on an alternate plan will show growth using a life skills inventory given at the beginning and end of the school year and monitored by 9-week periods.

## **Aberdeen Middle School Differentiated Pay Plan**

Aberdeen Middle School students will show growth as measured on pre and post course assessment. The assessment will be administered at the beginning and end of each course.

- Year Course will be administered in August and May.
- Semester Course will be administered in August and January/January and May.

### **This plan applies to the following teachers:**

Layne Arnoldson: 8<sup>th</sup> Science, 6<sup>th</sup> Science, 7<sup>th</sup> Keys, & Fun Physics

Sheri Arnoldson: 8<sup>th</sup> History, 7<sup>th</sup> Geography, & 6<sup>th</sup> Geography

Robi Jo Colton: 8<sup>th</sup> Reading Skills, 7<sup>th</sup> Reading Skills, & 6<sup>th</sup> Reading Skills

Janet Hubbs: Self Contained Social Studies, Study Skills, Reading, Life Skills, Language Arts, and Math

Mattie Jones: 7<sup>th</sup> Language Arts & 6<sup>th</sup> Language Arts

Ron Mower: 8<sup>th</sup> Spanish

Erika Ingersoll: 8<sup>th</sup> Language Arts, 7<sup>th</sup> Health, & 6<sup>th</sup> Math Skills

Erin Johnson: 6<sup>th</sup> Math, 7<sup>th</sup> Science, and 7<sup>th</sup>&8<sup>th</sup> Math Skills

Natalie Lewis: 7<sup>th</sup> Math, 6<sup>th</sup> Advanced Math, & Physical Education

Wayne Millett: 6<sup>th</sup> Band, 7<sup>th</sup> Band, 8<sup>th</sup> Band, & Musical

Scott Stranski: 8<sup>th</sup> Math, 8<sup>th</sup> Algebra, & 7<sup>th</sup> Advanced Math

Brock Rose: 8<sup>th</sup> Science

Sherry Yancey: Resource 6/7 Reading & 6/7 Math

Teachers who work less than full-time at the Middle School will receive a share prorated by the percentage of time working at the Middle School.



Aberdeen 4<sup>th</sup> grade will show growth in the areas of Math, Reading, and Language Arts using the following measures:

Saxon Math Baseline Assessment

Imagine IT! Reading Benchmark #3

Houghton Mifflin English Grammar and Writing End of Year Assessment.

Each assessment will be administered in August, January and May.

## Aberdeen Elementary School 2<sup>nd</sup> Grade

Second grade will use written assessment 22 to measure growth in math during the months of August, December, and April.

Second grade will use Benchmark 4 to assess reading comprehension, language, spelling, and vocabulary growth during the months of August, January, and May.

All students will show growth.